



CITY OF FORT LAUDERDALE, FLORIDA Significant Changes to the Federation Contract

Issue	Tentative Agreement	Estimated Cost (Contract Total)
General Wage Increases	Year 1 – Inflationary Adjustment of 0.5% Year 2 – Inflationary Adjustment of 1.1% Year 3 –Equal to the Consumer Price Index for All Urban Consumer (CPI-U) for the South Urban Region not less than 1.25% or to exceed 3.75%	\$732,395
One-time lump sum payment for employees at the top of the established pay ranges based on performance evaluation (Year 2 & 3)	Above Satisfactory - 1.5% Outstanding - 3%	\$614,476
Health Insurance	Year 2 - \$800 per month toward monthly premium costs for each eligible employee who elects to participate in the City-sponsored medical plan and for each vacant position in the Bargaining Unit Year 3 –Year 2 adjusted by the Total Medical and Pharmacy Trend for plans with a medium level member cost sharing plus 2%, as published in the Arthur J. Gallagher & Co. GBS Actuarial Consensus Trent Forecast for the 2nd quarter of 2018 (estimated 9.8%)	\$510,694
Ocean Rescue Lieutenants' Paramedic Pay (Year 2 & 3)	15% Assignment pay for paramedic certification	\$65,405
TOTAL		\$1,922,971